Index

academic detailing, 72
access barriers: and ACA, 147–48; and community health workers, 59; in comparison, 1–6; and COVID-19, 171–72, 179–80; s factor in disparities, xxiv, xxv, 1–7, 12, 16, 26, 171; and language support, 76, 78, 79, 80, 94; and race-concordance, 120, 123; and racism, 16; strategies for, 180–81; in studies and projects, 63, 65, 66, 73, 104, 105–6, 111; talking about, 70; and technology, 142, 144, 161–62, 165–66; and trust, 26
active engagement, in PART, 69–70
Addressing Hypertension Care in Africa (ADHINCRA), 117–18, 155–62
adherence: explicit bias in, 46; and patient-physician relationships, 24, 124; and racism, 17; in studies and projects, 24, 58–59, 61–67, 73–74, 104, 157, 161–62
ADHINCRA (Addressing Hypertension Care in Africa), 117–18, 155–62
Affordable Care Act (ACA), 1, 147–48
age and patient-physician relationships, 41–42
AIDS/HIV, 96, 124, 163, 183
Akoma Pa app, 117–18, 155–62
alcohol, 17, 146–47
American Board of Internal Medicine, 44
American Colonization Society, vii
American Heart Association, 101, 143
American Medical Association, 95
American Nurses Association, 101
Applied Physics Laboratory, 88, 117, 118
appointments, 17, 62, 64, 68–71, 79, 157, 165
artificial intelligence, 118
ask, in RELATE, 54
Avornu, Gideon, 114
Baltimoreans United in Leadership Development (BUILD), 186–87
Beach, Mary Catherine, 48
bereavement, community, xxiii, 177
bias, 35, 46–54, 119, 126, 127, 128, 134–37. See also stereotyping
Black Lives Matter, xxiii–xxv, 145, 174
Black Report, 9
Blacks Receiving Interventions for Depression and Gaining Empowerment (BRIDGE), 67–74
blood pressure. See hypertension
Bloomberg American Health Initiative, 149
Bloomberg School of Public Health, 130, 133
Bone, Lee, 62
Boonyasai, Romsai, 106
Brancati, Fred, 87
Breaking the Bias Habit, 127
Brewer, LaPrincess, 100–101, 143–44
BRIDGE, 67–74
BUILD (Baltimoreans United in Leadership Development), 186–87
Bunting Leadership Program, 141
bystander training, 135

Cancer, xii, 3, 27, 69, 100, 168
Capers, Quinn, 128
cardiocascular disease, 8, 17, 87–88, 143–44, 159, 160, 168
Carey Business School, 88
Carnes, Mollie, 127
Carson, Kit, 48, 114
Cené, Crystal, 39
Center for Minority Health and Health Disparities, 9
Centers for Disease Control and Prevention (CDC), 7–8
Centers for Population Health and Health Disparities, 87. See also Johns Hopkins Center for Health Equity
checklists, 53–54, 164
Chee, Brant, 118
China, and COVID-19 pandemic, 169
cclimate change, 168
cognitive processing, 46, 136
collaborative care, 67–74
Commendore-Mensah, Yvonne, 157, 158, 159, 162
ccommunication: about barriers, 70; and community advisory boards, 96; and community-based participatory research, 91; and COVID-19, 179, 182–84; and cultural competency, 75–76; disconnect in, xvii; in global networks, 166–67; implicit bias in, 47–51; and race-concordance, 39–42, 120, 124; in RELATE, 54; skills and diversity, 43; in studies and projects, 36–41, 58–67, 103, 106–7, 108–9, 156–57; technology, 119; and tone, 118; verbal dominance and speed, 37, 38, 39, 40, 49
communities: advisory boards, 89, 94–98, 131, 163–64; based participatory research, 89–94; bereavement, xxiii, 177; COVID-19 partnerships, 182–85, 187–89; and faith-based organizations, 98–102, 143–44; listening to, 154–55; mentoring and training, 129, 131, 132–34, 141; “of opportunity,” 180; in relationship-centered care, 45; sharing findings with, 159; and trust, 82–83; working with, 180–81
community advisory boards, 89, 94–98, 131, 163–64
community-based participatory research, 89–94
community health centers and clinics as research sites, 55–58
community health workers (CHWs): and hypertension app study, 157–58, 160, 161; and hypertension Triple P study, 59–67; and Last Mile Health Program, 153; and RICH LIFE Project, 96, 111, 112, 113; role of, 59, 88; and STAR, 96
concordance: age, gender, language, and social, 41–42; race-concordance, 39–42, 50, 120, 124
Cooper, Henry Nehemiah, vii–x, xi–xii, xiv–xv, 19
Cooper, Izetta Roberts, vii–ix, x–xii
co-operation and implicit bias, 49
Cooper Clinic for Diagnosis and Special Surgery, xi, xii
co-production models, 82–83
costs: diet, 192; of health disparities, 191; medication, 2; Project ReD CHIP findings, 105; reductions in, 14, 148
counseling, 23
counter-stereotype imaging, 52
COVID-19 pandemic: awareness of disparities from, xxiii–xxv, 169, 171, 174–75, 179, 182, 189–90; and bereavement, xxiii, 177; and community partnerships, 182–85, 187–89; deaths, 170–71, 175–76, 178; impact on POC, 170–73, 175–76; inequities from, 174, 180, 187; misinformation on, 183, 184–85; policy suggestions on, 179–80; spread of, 169
Crews, Deidra, 109
crime, 6, 146–47
Cuba, health equity in, 151–52
cultural competence: vs. cultural humility, 77–78; defined, 76; and global networks, 166–67; in health care organizations, 79–81; in studies and projects, 104, 108–9; training, 43, 44, 75–78, 79, 128–29; and trust, 81
Cultural humility, 77–78
cultural racism, 17–18
Cultural targeting, 58
culture shock, 166
Cummins, Elijah E., 194–95
DASH diet, 104, 107–10
data gathering in studies, 36, 63, 64
data safety monitoring boards, 153
decision-making: advice for patients, 68–71; by community advisory boards, 96; in community-based participatory research, 91, 93; and race-concordant relationships, 120, 124; in studies and projects, 34–35, 36, 40, 58, 63, 64, 65, 156–57
Degani, Michael, 117, 157
Democratic Republic of Congo, Ebola in, 153, 158
depression, 22–24, 39, 45, 57, 67–74, 115, 163
diabetes, 2, 4, 8, 69, 168
diet: in comparison, 3–4; costs, 192; during COVID-19, 174, 180; DASH diet, 104, 107–10; as factor in disparities, 174, 192–93; potassium in, 88; in studies and projects, 100–101, 107–10, 157. See also food security
INDEX

Dietz, Katie, 114

disparities. See health disparities
diversity: advantages of, 41, 43, 123–24;
diversity missions, 128; and global
networks, 166–67; and institutional
racism, 16; of medical school faculty,
122, 126–28; training on, 43–44, 75–78,
79, 128–33; and workforce develop-
ment, 119, 120–28

Doe, Samuel, xiv

Ebola, 152, 153, 155, 158

education, medical: bias reduction
in, 134–37; and career barriers for
POC, 120–21; and community-based
participatory research, 91; mentoring
curriculum, 130–35; in studies and proj-
ects, 58, 61, 63–64, 65, 72–74, 94, 103,
106–7, 111, 157–58; training incentives,
66; training on diversity and cultural
competence, 43–44, 75–78, 79, 128–33.
See also medical school
education, patient: in community-based
participatory research, 91; and
COVID-19, 174, 180; disparities in,
12, 17; explicit bias in, 46; as factor in
health disparities, xxiv, xxv, 174; and
participatory decision-making, 35;
and patient-centered care, 79; and
patient-physician relationships, 41–42;
in studies and projects, 36, 58–59, 63,
64, 72–74, 94, 97, 108, 112–13, 157, 160

Elba, Idris, 184–85

emotions: emotional tone, 38, 39, 40;
rapport-building, 63, 64–65; in relation-
ship-centered care, 45
empathy, in RELATE, 54
employment: and “communities of oppor-
tunity,” 180; and COVID-19, 172, 178,
179; disparities in, 17; essential work-
ners, xxiv, 172, 179; as factor in health
disparities, xxiv, xxv, 172, 178; in RICH
LIFE Project, 111. See also workforce
empowerment, 68–71, 92
engage: in PART, 69–70; in RELATE, 54
environment: and climate change, 168;
as factor in health disparities, 9, 12,
15, 16
equity vs. equality, 12–14, 193
essential workers, xxiv, 172, 179
exercise, 3, 47, 104, 142, 174
experimentation, fears of, 23, 26
explicit bias, 46–47

FAITH! (Fostering African-American Im-
provement in Total Health), 100–101,
143–44
faith-based organizations, 98–102, 143–44,
182
Farmer, Paul, 86
Five Plus Nuts and Beans, 107–10
Food and Drug Administration (FDA), 8
food deserts, 88
food security, xxiv, xxv, 180, 187, 192–93.
See also diet
Ford, Daniel, xviii, xix, 60
Fostering African-American Improvement in Total Health (FAITH!), 100–101, 143–44
Foti, Kathryn, 159–60
Gavin, James R., III, xxii
Gayles, Debra, 109
gender: health worker demographics, 121, 122; and patient-physician relationships, 33–35, 41–42
Ghana, hypertension app study, 116, 117–18, 155–62
Ghods, Bri, 39
Greenwald, Anthony, 48
Hansen’s disease, xii
health care organizations: building trustworthiness in, 81–83; cultural and structural competence in, 79–81; measuring contributions to health and equity, 149–50; strategies for, 180–81; and working with community, 180–81
health disparities: and ACA, 147–48; acknowledging, 28, 82, 185–89; author’s experiences of, vii, xv, xvii, 151–54; awareness of from COVID-19 pandemic, xxiii–xxv, 169, 171, 174–75, 179, 182, 189–90; comparison example, 1–6; costs of, 191; factors in, xxiii–xxiv, xxv; as interconnected to all, xxiv–xxv, 14–15, 151–55, 168, 181–82, 189–90, 193–94; and mortality, 87–88, 176–77; and new herd immunity, xxv, 189–90; research challenges, xviii, xxi; suggestions for, 179–82, 191–97; as term, 8, 9–11. See also access barriers; Johns Hopkins Center for Health Equity
Health Enterprise Zones, 149
health equity: in Cuba, 151–52; defined, 10–11; vs. health equality, 12–14, 193; in medical education, 129; and structural competence, 79. See also health disparities
Heal the Sick Program, 101–2
health inequity, as term, 9–10, 11–12. See also health disparities
health insurance, xxiv, 1–3, 5, 7, 147–48, 171
health literacy, 35
Health Ministries Association, 101
Health Resources and Services Administration (HRSA), 55–56
Health Revitalization Act, 8
Healthy People 2010 agenda, 9
Hearn, Ruby Puryear, xxii
Heckler Report on Black Minority Health, 6–7
HeLa cancer cell line, 27–28
Hickman, Debra, 96, 163
Hill, Martha, 62
Hines, Anika, 39
HIV/AIDS, 96, 124, 163, 183
housing, xxiv–xxv, 16–17, 111, 171, 172, 180, 192
hypertension: app study, 116, 117–18, 155–62; in clinical communication study, 39; DASH diet for, 104, 107–10;
hypertension (cont.)
- deaths, 156; in Jackson Heart Study, 8;
- as morbidity contributor, 87–88; myths about, 57–58; Project ReD CHiP, 102–7;
- and racism, 17; RICH LIFE Project, 96, 110–15; as term, 57; Triple P control study, 58–67

Ibe, Chidinma, 65, 96
IBM Watson Health, 149
implicit bias, 47–54, 127, 128, 134–37, 136
Improving Health Outcomes, 95
inclusion training, 119, 120–28
income. See wages and income
individuation, 52
inequities. See health disparities
information: access to, 12, 172, 180; and COVID-19, 182–85; and social media, 145–46; technology, 119
Institute of Medicine, 43–44
institutional racism, 16–17
Inter-Academy Partnership, 189
internalized racism, 17
interpreters, 76, 78, 80
interviews, 32, 36–41, 104, 111
Inui, Thomas, 44, 48
Italy, and COVID-19 pandemic, 169

Jackson, Cheryl, 74
Jackson Heart Study, 8
Jam Sessions, 132–34

Johns Hopkins Alliance for a Healthier World, 164–65
Johns Hopkins Bayview Medical Center Healthy Community Partnership, 101
Johns Hopkins Center for Health Equity: community advisory board, 89, 94–98, 131; expansion of, 115–16, 117, 154–66; formation of, 87; goals and initiatives, 87, 94; local to global approach, 94, 154–66; mentoring curriculum, 130–35; organization and structure, 88–89; and other JHU organizations, 88, 101, 117, 118, 130, 133; researcher training, 128–33; role of research in policy, 148–50; workforce development, 119, 120–28.
See also specific studies and projects
Johns Hopkins Center to Eliminate Cardiovascular Health Disparities, 87, 117. See also Johns Hopkins Center for Health Equity
Johns Hopkins School of Medicine, 88, 130, 133
Johns Hopkins School of Nursing, 88
Johnson, Rachel. See Thornton, Rachel

kidney disease, 88, 109–10
King, Martin Luther, Jr., 196
Krieger School of Arts & Sciences, 88, 117, 118
Kwame Nkrumah University of Science and Technology (KNUST), 156, 158, 159

Lacks, Henrietta, 27–28
language support, 76, 78, 79, 80, 94
Last Mile Health, 152–53
leadership: community leaders, 154–55, 186–87; training, 140–41; and trust, 81
learning: co-learning, 91; life-long, 138; in local to global approach, 94, 165. See also education, medical; education, patient
Lee, Jia, 114
leprosy, xii
Levine, David, xviii, xix, 60, 62
Lewis, John, 195
LGBTQ health disparities, 163
Liaison Committee on Medical Education, 44
Liberia, vii–viii, x–xv, 153, 194, 195
life expectancy, disparities in, 6
Life’s Simple 7 framework, 143
liquor store zoning, 146–47
literacy, 79
local to global approach, 94, 154–66
Lucey, Catherine, 82
Manson, Spero, 137–38
Marsteller, Jill, 110
Maryland Health Improvement and Disparities Reduction Act, 149
McDonald’s, 193
McNair, Willi, 113–14
Medicaid, 7, 147
medical school, 43–44, 121, 122, 123, 126–28, 130–35
medications, 2, 23, 68, 157
Medtronic Labs, 156, 158–59
mental health: lack of POC professionals in, 23; myths about, 57; and police violence, 174; and racism, 17; stigma, 23; in studies and projects, 21–24, 39, 45, 67–74, 111; and terms, 57
mentoring, xviii–xxx, 119, 130–35, 137–40
Miller, Edgar (Pete) R., III, 107, 109
mindfulness practice, 136–37
Minnesota Department of Health, 81
Minority Health and Health Disparities Research and Education Act, 9
Mobula, Linda, 158
Molello, Nancy Edwards, 154, 155, 158, 163, 164, 165
MOOCs (massive open online courses), 131–32
mortality, 87–88, 156, 170–71, 175–77, 178, 194
motivational interviewing, 104, 111
National Community Health Assistant Program, 153
National Heart, Lung, and Blood Institute, 110
National Institute of Minority Health and Health Disparities, 109–10
National Institutes of Health (NIH), 9, 27–28, 60–61, 87, 184
National Urban League, 181
Office of Faith-Based and Community Initiatives, 101
Office of Minority Health (OMH), 7
Office of Research on Minority Health, 8

PALM, 153
Panjabi, Raj, 152–53
PART, 69–70

participatory decision-making, 34–35, 36, 40, 58, 63–65, 156–57
Partnership for Research on Ebola Vaccinations (PREVAC), 153

patient-centered care: collaborative care, 67–74; and community health centers, 58; and cultural competency, 78; development of, 21; medical interviews in, 32; in studies and projects, 21–24, 39, 42, 45, 49; at system level, 79–80; and trust, 81

patient-centered collaborative care, 67–74
Patient-Centered Outcomes Research Institute, 110

patient-physician relationships: advice for patients, 68–71; author’s experiences, 30–31; bias in, 35, 46–54; complexity of, 28–29; and cultural competency, 75–76; and cultural targeting, 58; disparities in, 33–35; emotional tone in, 38, 39, 40; importance of, 19–20; and interviews, 32; questions in, 64, 65, 68, 69; race-concordant, 39–42, 50, 120, 124; research on, 33–35; and speaking tone, 118; in studies and projects, 24, 34–35, 36–42, 58–67, 67–74. See also communication patients: advice for, 68–71; patient positive affect, 37, 40, 42; in relationship-centered care, 45; role in patient-centered medical interviews, 32. See also education, patient; patient-centered care; patient-physician relationships; patient satisfaction

patient satisfaction: and implicit bias, 49–50; in studies and projects, 40, 42, 59, 62–63, 65, 73–74, 162

perspective taking, 52–53

physicians: access to primary care, 26, 33–34, 171; access to specialists, 110, 112; advantages of diversity among, 41, 43, 123–24; career barriers for POC, 120–21; cultural and structural competence, 75–78; demographics, 121, 122; incentives for, 66; physician positive affect, 37, 38, 40; and relationship-centered care, 45–46. See also patient-physician relationships

policies: and community-based participatory research, 92; and cultural racism, 16; as focus for Center for Health Equity, 88, 89, 91, 94, 95; on insurance, 147–48; minimum wage, 146; and political leadership, 187–88; role of research in, 43–44, 148–50, 181; suggestions for, 146–50, 179–82, 191–97; and trust, 81

policing, xxiii, 17, 173–74

potassium, 88

poverty, vii, viii, 14, 147, 180

Powe, Neil, xviii, xix, 60
INDEX

PREVAC (Partnership for Research on Ebola Vaccinations), 153
problem-solving, 54, 123, 126
Project Implicit, 48
Project ReD CHiP, 103–7
public option, 147
Purnell, Tanjala, 130, 131

race: career barriers for POC, 120–21;
and COVID-19, 170–73, 175–76; and excess deaths, 176–77; and medical terms, 57–58; and mentoring, 137–40; and mistrust of health professionals, 23, 172; race-concordant relationships, 39–42, 50, 120, 124; representation in research, 8, 55–58, 59; in studies and projects, 21–24, 34–35, 36–41; workforce demographics, 121, 122. See also racism
Race Implicit Association Test (IAT), 47–51
racial fatigue, 126
racism: anti-racism training, 119, 134–37; author’s experiences of, ix, xvi; and cognitive processing, 46, 136; and COVID-19, 183; cultural, 16–17; as factor in disparities, 12, 16–17, 173–74; faculty experiences of, 126; individual, 16–17; institutional, 16–17; internalized, 17; and police violence, xxiii, 173–74; as public health issue, 16–17; structural, 80
rapport-building, 63, 64–65
Reducing Disparities and Controlling Hypertension in Primary Care (Project ReD CHiP), 102–7
Reducing Inequities in Care of Hypertension: Lifestyle Improvement for Everyone (RICH LIFE Project), 96, 110–15
RELATE checklist, 53–54
relationship-centered care, 45–46, 78, 81
relationships: and community advisory board, 89, 94–98; and community-based participatory research, 89–90, 91; effects of, 84; and individual racism, 17; race-concordant, 39–42, 50, 120, 124; relationship-centered care, 45–46, 78, 81; and trust, 25, 81. See also patient-physician relationships
religion. See faith-based organizations; spirituality
research: community-based participatory research, 89–94; in community health centers, 55–58; gaps in, 83–84; history of, 6–11; and implementation science, 89; representation of POC in, 8, 55–58, 59; role in policy, 43–44, 148–50, 181; sharing findings, 159; translating into action, 116, 117–20, 195–96. See also Johns Hopkins Center for Health Equity; specific studies and projects
respect: and community engagement, 82, 83, 90, 96, 97, 179, 184; and cultural humility, 77; in global networks, 166–67; need to address, xvii, 173; in patient-physician relationships, 20, 28, 45, 49–50; in RELATE checklist, 54
review, in PART, 70
RICH LIFE Project, 96, 110–15
Roter, Debra, xviii–xix, 36–37, 48, 60–61
Roter Interaction Analysis System, 36, 38

Sabin, Janice, 48, 107
Sarfo, Fred Stephen, 158
Satcher, David, 9, 15
Saunders, Elijah, xx, 19–20
sex workers, 163
Sharfstein, Josh, 179
Simmons, Michelle, 94–95
Sisters Together and Reaching, Inc. (STAR), 96
smartphones, 117–18, 142, 143–44, 155–62
Smithsonian Institution, 188–89
smoking, 17, 69, 146
social concordance study, 41–42
social media, 145–46
South Africa, disparities in, 151
specialists, 110, 112
spirituality, 23, 73, 74. See also faith-based organizations
STAR (Sisters Together and Reaching, Inc.), 96
State of Black America (SOBA), 181–82
stereotyping: in academia, 127; and cultural competency training, 77; in cultural racism, 16; and mistrust of health professionals, 28; in patient-physician relationships, 31, 35; self-stereotyping, 17; strategies for countering, 52–54
stress: attitudes about, 22, 57; and health risks, 173–74, 177, 194; from racism, 17, 173–74; of workforce, 30, 31, 136, 137
stroke, 5, 8, 9, 162. See also hypertension
Strong Heart Study, 8
structural competence, 78–81, 128–29
summarization, 70
syphilis, 26–27

take, in PART, 70
talk, in RELATE checklist, 54
teaching back, 70
technology: access to, 12, 172, 180; digital toolkits, 164; and FAITH!, 143–44; hypertension app study, 117–18, 155–62; and patient-centered care, 79; potential of, 142, 144, 161–62, 165–66; and social media, 145–46; and workforce development, 119

telehealth, 79, 144–45
texting/SMS, 160, 165
Thornton, Rachel, 38, 41, 147, 149
Tjia, Jennifer, 107
Tolbert, William R., Jr., x, xiv
translation, 76, 78, 80, 94
transparency, 28, 81–82, 91, 96
transportation, xxiv, 56–57, 105–6, 111, 161, 171–72, 192

Triple P hypertension study, 58–67
trust: building trustworthiness, 81–83; and community advisory boards, 96; and community-based participatory research, 90, 91, 93; and COVID-19, 172, 184; defined, 25; and experimentation fears, 23, 26; and faith-based organizations, 99, 100; and implicit bias, 49;
importance of, xvii, 25, 28; mistrust of health professionals, 23, 25–28, 91, 172, 184; and physician positive affect, 38; and social concordance, 42; and transparency, 28, 81–82; and vaccines, 184
Tubman, William V. S., xi
Tuskegee study, 26–27
Uganda, disparities in, 163–64
Umberson, Debra, 177
United Kingdom, disparities in, 9, 151
upstander training, 135–36
Urban Health Institute, 133, 141
US Department of Health and Human Services, 7, 55–56
US Public Health Service, 26–27
vaccines, xxiii, 184
value-based care, 191–92
verbal dominance, 37, 38, 39, 49
verbal speed, 37, 40
violence, xxiii, 6, 146–47, 173–74, 193
vocabulary, adjusting, 57–58, 160–61
wages and income: and COVID-19, 171, 172; disparities in, 6, 12, 16, 146; as factor in health disparities, xxiv, xxv, 6, 12, 46, 171, 172; minimum wage policy, 146; supplements in studies, 107–10; supports for, 180
Wang, Nae-Yuh, 114
Watkins, Levi, Jr., xx–xxi
weathering, 173
Wesley Theological Seminary, 101–2
Wesson, Donald, 82
Whitehead, Margaret, 9
White House Faith and Opportunity Initiative, 101
Wilkinson, Richard, 194
Williams, David R., 175, 180, 190
workforce: awareness of health disparities in, 186; barriers to POC, 120–21; demographics, 121, 122; diversity advantages, 41, 43, 123–24; diversity and cultural competence training, 128–33; diversity development, 119, 120–28; leadership training, 140–41; mentoring, 137–40; shortage of, 121, 155
World Health Organization (WHO), 10–11, 188–89
Yeh, Jessica, 107
Young Generation Alive, 163
zoning, 146–47